AMEDD Officer Leadership Training

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Main Topics:

1. **Leader's Role in the Army's Equal Opportunity Policy & Reporting Procedures.**
2. **Leader's Role in Sexual Assault Prevention & Reporting**
3. **Leader's Role in STD Awareness & Prevention Training**

How does Sexual Assault, and STD's Effect the Army's Mission?

- Effects on individuals
  - anger
  - reduction in performance
  - avoidance
  - increased absentee rate
  - self-blame

Effects Cont:

- Effects on unit
  - loss of unit cohesion
  - low morale
  - undermines readiness
- Effects on mission
  - detracts from mission accomplishment

The Army's Equal Opportunity Policy

- **The US Army will provide equal opportunity and fair treatment for military personnel, family members, and DA civilians without regard to race, color, religion, gender, or National origin, and provide an environment free from sexual harassment.**

- **Applies to:**
  - **On and off post**
  - **During duty and non-duty hours**
  - **Working, living, and recreational environments**

Equal Opportunity Program Concept

- **Formulates, directs, and sustains an effective Force**
- **Strive to ensure fair treatm soldiers**
- **Responsibility of leadershi**
- **Function of command**

Equal Opportunity Principles

- **Commanders and leaders are responsible for unit EO**
- **Promote harmony, do not merely avoid disorder**
- **Support individual and cultural diversity**
- **Discipline will not be compromised**
- **Fair and equal treatment for all soldiers and civilian employees is emphasized**

Equal Opportunity Program Components

- **Sequential and progressive training**
- **Effective and responsive complaint system**
- **Affirmative actions plans**
- **Feedback mechanisms**
- **Equal opportunity advisors (EOA)**

The Prevention Of Sexual Harassment In The

ARMY

Lesson Objectives

- Communicate DA's policy on sexual harassment
- Describe the forms of sexual harassment
- Describe the two categories of sexual harassment

Lesson Objectives

- Discuss the effects of sexual harassment on an individual, unit, and mission
- Discuss the leader/ Future leader’s responsibilities in preventing sexual harassment
- Discuss strategies for combating sexual harassment

DA's Policy

- Sexual harassment is a form of gender discrimination that involves unwelcomed (Unwelcomed is determined by the recipient) sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature, and occurs when:

When:

- Submission to or rejection of such conduct is made either explicitly or implicitly a term or condition of a person's job, pay, or career.

When:

- Submission to or rejection of such conduct by a person is used as a basis for career or employment decisions affecting that person.

When:

- Such conduct interferes with an individual’s performance or creates an intimidating, hostile, or offensive environment.

Policy (cont.)

- Any person in a supervisory position who:

  (a) Uses or condones explicit or implicit sexual behavior to control, influence, or affect the career, pay, or job of another soldier or civilian employee is engaging in sexual harassment.

  (b) Makes deliberate or repeated unwelcomed verbal comments, gestures, or physical contact of a sexual nature is engaging in sexual harassment.

Categories

- Quid pro quo “This for that”
- Hostile environment
  - offensive
  - unwanted
  - unsolicited

Sexual Harassment

- Is not limited to the work place
- Can occur anywhere
- Violates acceptable standards
- Interferes with mission accomplishment
- Will not be engaged in by soldiers or Army civilians

Verbal Sexual Harassment

Personal inquiries unrelated to the work environment (i.e., social life or sex fantasies or preferences)

Cat calls

Telling jokes with sexual connotations

Barking, growling, or whistling at passerby which indicates your perception of their physical appearance

Sexually degrading language (i.e., profanity)

Jody calls of a sexual nature

Referring to co-workers as "Honey," "Baby," "Dear," etc.

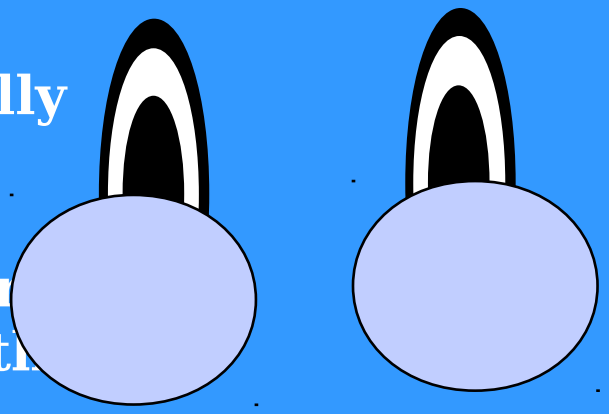
Promises of rewards or benefits for "cooperating"

Nonverbal Sexual Harassment

Leering, ogling of someone's body, giving them the "once over"

Giving a personal gift

Leaving sexually oriented cartoons, pictures, letter
magazines in t



Gestures made with intentional sexual overtones, such as: blowing kisses, licking lips, winking and body movement

work environment

Touching or rubbing oneself around another person

Adding sexually oriented pictures to presentations

Physical Sexual Harassment

Standing close or brushing up against a person

Touching

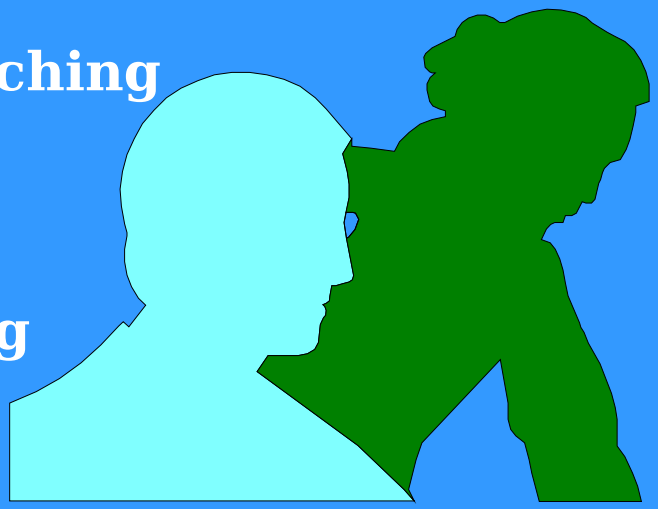
Bumping

Patting

Hugging

Cornering

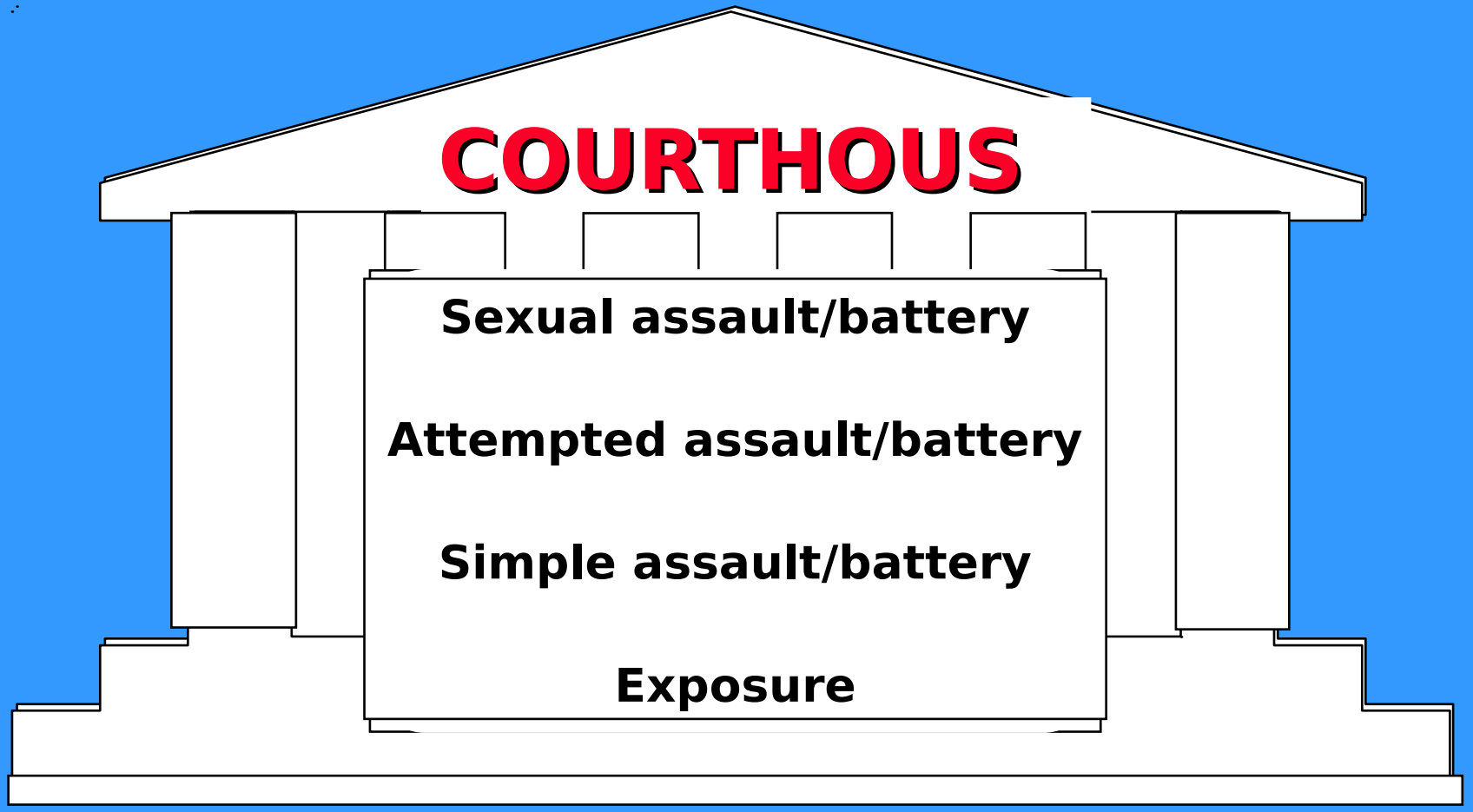
Kissing



Grabbing

Pinching

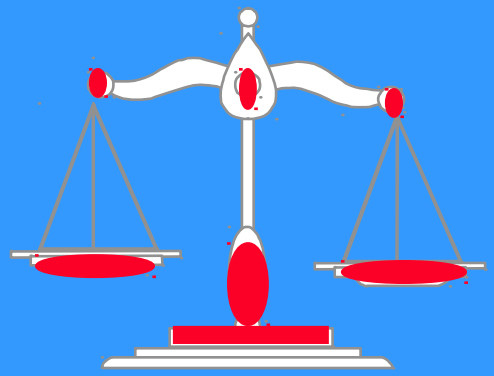
Criminal Behavior



Legal and Regulatory Bases

There are two basics personnel structures -

Military
(Regulation)



Civilian
(Law)

Each has its own legal and regulatory bases governing job conditions.

Ignoring The Problem Won't Make It Go Away

If We Do Nothing, There is a Price We Pay…

SEXUAL ASSAULT PREVENTION

Texas Statute on Sexual Assau

Objectives:

- Define Sexual Contact
- Define Sexual Intercourse
- Identify What Constitutes Sexual Assault

Texas Statute on Sexual Assau

Objectives:

- Explain Penalties of Sexual Assault
- Clarify Statute of Limitation
- Statistics and Safety Tips

SEXUAL CONTACT

Any touching of the anus, breast, or any part of genitalia of another person with intent to arouse or gratify the sexual desire of any person

SEXUAL INTERCOURSE

Any penetration of the female sex
organ by the male sex organ

SEXUAL ASSAULT

Intentionally or Knowingly:

(1) Causes the penetration of the anus or sexual organ of another person by any means, without that person's consent

SEXUAL ASSAULT

Intentionally or Knowingly:

(2) Causes the penetration of the mouth of another person by the sexual organ without the person’s consent

SEXUAL ASSAULT

Intentionally or Knowingly:

(3) Causes the sexual organ of another person without the person's consent, to contact or penetrate the mouth, anus, or sexual organ of another person

SEXUAL ASSAULT

Intentionally or Knowingly:

(4) The other person has not consented and the perpetrator knows the other person is unconscious or physically unable to resist.

SEXUAL ASSAULT

Intentionally or Knowingly:

(5) Threatening to use force or violence

STATISTICS

- One woman is sexually assaulted every 2 minutes in the USA

- Over 80% of all sexual assaults are committed by somebody the victim knows

- Less than 4% of sexual assaults are committed by strangers

STATISTICS

- More than 50% of acquaintance sexual assault involves **ALCOHOL**

- Sexual assault is not about sex; it is about control and power

Penalties of Sexual Assa

A sexual assault offense is a

FELONY

of the second degree.

The penalty for sexual assault is 2 - 20 years in a state jail facility and/or $10,000.00 in fines, or both.

STATUTE OF LIMITATION

As of 2001, the new law states:

There is **NO** statute of limitation for a sexual assault if evidence is collected at the time of the assault.

SAFETY TIPS

- Stay with a group of friends
- Have a communication plan
- Park in a lighted area

SAFETY TIPS

- Be aware of what's happening at all times
- Don't leave your drink unattended.
- Don't let a stranger buy you a drink.
- If you are being assaulted, do what you need to do to survive, then call 911 immediately

REPORT THE OFFENSE

- Report to Emergency Room
- Contact the police
- Contact the Chain of Command
- Remember that there are a lot of resources available to the victim: Chaplain, Mental Health, Rape Crises Counselors, etc...

EO & Sexual Harassment Complaint Procedures

Agenda

- Define the types of Complaints
- Describe the Army's EO complaint Process
- Describes the Alternative Agencies
- Explain the Appeals Process
- Describe Reprisal/Military Whistleblower

TYPES OF EO COMPLAINTS

- Formal
  - Is submitted in writing using DA Form 7279-R
  - Within 72 Hrs. Summary must forward to CG.

- Informal
  - Is any complaint not submitted in writing on DA Form 7279-R.
  - Not subject to any timeline, nor are they reported to higher headquarters.

FORMAL EO COMPLAINTS

- Complaints, except those filed with the IG, must be acted upon in **three** calendar days.

- Complaints filed with an agency against a member of the chain of command will be referred to the next higher commander in the chain.

FORMAL EO COMPLAINTS (Cont)

- The commander or the investigating officer appointed by the commander has **14 calendar days** to investigate the allegations and meet with the victim to discuss the outcome and results.
- A 30 -day extension may be granted from the next-higher commander if circumstances require it.
- Further extensions can be approved only by the first general officer in the chain of command.

FORMAL EO COMPLAINTS (Cont)

- The complainant has **seven calendar days** to appeal to the next higher commander if he or she is dissatisfied with the investigation results or actions taken.
- That commander has **14 days** to complete the investigation.
- Final decisions on complaints rests with the general court-martial convening authority.

FORMAL EO COMPLAINTS (Cont)

- **30 Days** after final decision on the complaint an assessment is conducted by the equal opportunity advisor on all equal opportunity complaints (substantiated and unsubstantiated) to determine the effectiveness of any corrective actions taken and to detect and deter any incidents of reprisal.

- Report and recommendation are submitted to commander on DA FM 7279-1-R NLT **45 days** following final decision made on complaint.

INFORMAL COMPLAINT

- Report inappropriate behavior without initiating a full investigation.
- This may be most appropriate for minor infractions, where victim simply wants the behavior stopped.
- If the inappropriate behavior does not stop, file a formal complaint.

Alternative Agencies

APPEALS PROCESS

- Submit on separate paper within **7 calendar days**
- Specify issues you disagree with
- Submit to immediate or next higher commander
- May request appointment with appeal authority
- Final decision authority - First General Court Marshal convening authority in chain of command
- No further appeal available within EO complaint system

Reprisal/Military Whistleblower Act

Reprisal -Taking or threatening to take an unfavorable personnel action or with-holding or threatening to withhold a favorable personnel action, or any other act of retaliation, against a military member for making or preparing a protected communication.

GOAL

Resolve at lowest level within the chain of command

SUMMARY

- Communicate DA's policy on sexual harassment & Sexual Assault
- Describe the forms of sexual harassment & Sexual Assault
- Describe the two categories of sexual harassment

SUMMARY

- Discuss the effects of sexual harassment and sexual assault on an individual, unit, and mission
- Discuss the leader’s responsibilities in preventing sexual harassment & Sexual Assault
- Discuss strategies for combating sexual harassment

Questions?

SEXUALLY TRANSMITTED DISEASE

Warning: Graphic material follows

Sexually Transmitted Diseases

- Many different infections can be transmitted through sexual activity including:
  - Bacterial Vaginosis (BV)
  - Chancroid
  - Chlamydia
  - Gonorrhea
  - Hepatitis
  - Herpes
  - Human Papillomavirus (HPV
  - Pubic Lice (Crabs)
  - Syphilis
  - Trichomoniasis
  - HIV

Sexually Transmitted Diseases

- You can prevent most STD's by practicing safer sex
  - Use a latex condom for vaginal and anal sex
  - The female condom (called Reality)
  - Use condoms for oral sex on a man
  - Use latex or plastic barriers (such as a dental dam or food wrap for oral sex on a woman)
  - Use latex or plastic gloves if you have cuts or sores on your hands
  - Use water-based lubricants with latex condoms or barriers
  - Don't use lubricants or condoms that contain nonoxynol-9 (N-9); it causes damage to your tissues

Transmission

- STD’s that cause sores (like chancroid, herpes and syphilis) can make it easier for you to contract or spread HIV
- Some STDs can be treated, but others (like herpes and human papillomavirus) are permanent
- If not treated, some STDs (like chlamydia and gonorrhea) can damage your reproductive system and cause infertility
- You should get tested regularly for STDs if you have sex with more than one partner – note “many STD’s never cause any visible symptoms and are easily transmitted between partners”

PUBIC LICE

GENITAL HERPES

GENITAL WARTS

SYPHILIS

GRANULOMA

SCABIES

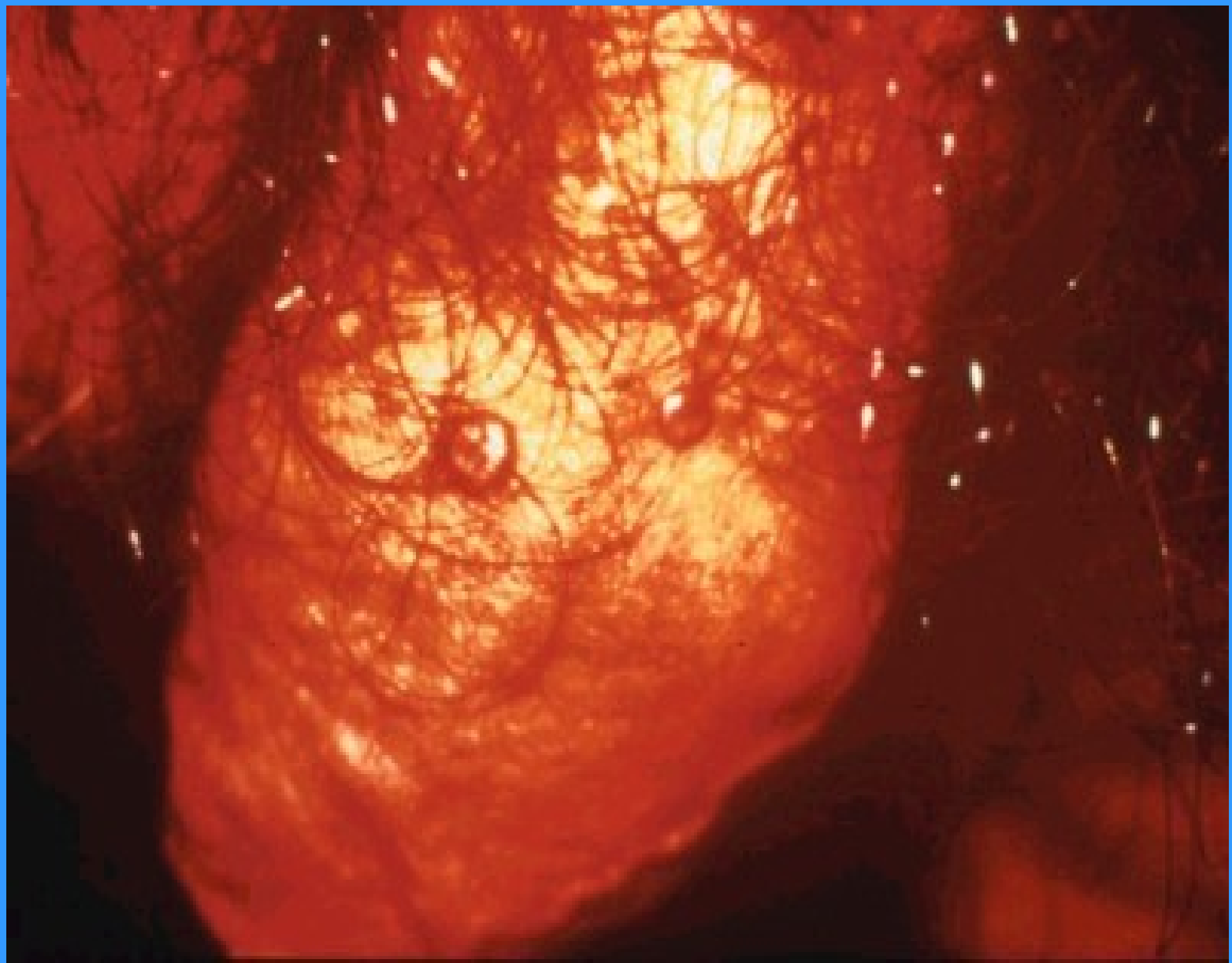
CHLAMYDIA

GONORRHEA

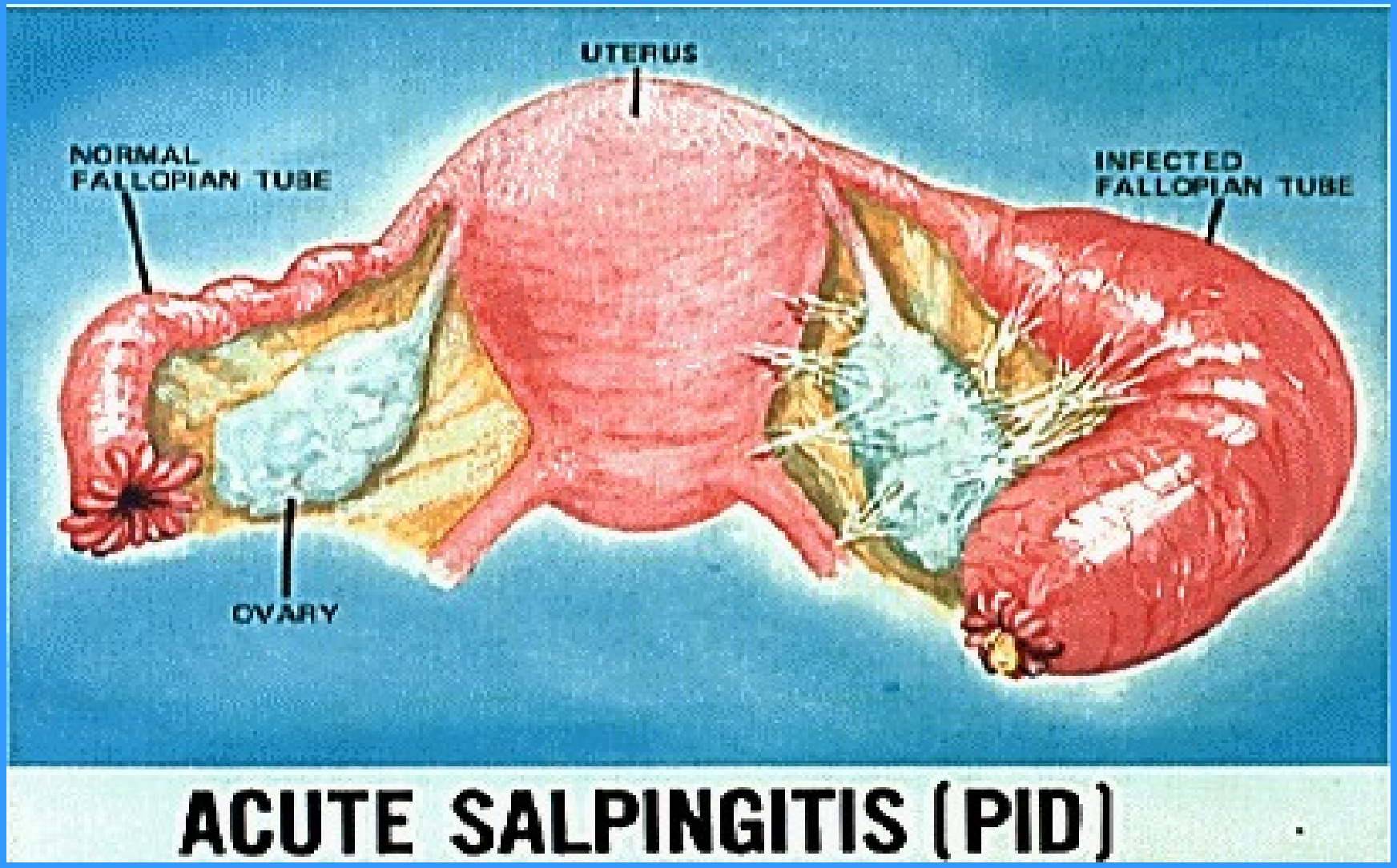
BACTERIAL VAGINOSIS

CHANCROID

MOLLUSCUM



Pelvic Inflammatory Disease



Questions?

Leader / Future leader's Responsibilities

- Examine your own behavior
- Provide & Promote a healthy environment
- Control social interaction
- Take corrective actions

Leader/ Future leader's Responsibilities

- Establish and enforce standards
- Read and understand policies
- Be knowledgeable
- Educate and inform all soldiers

Strategies

- Be proactive
- Conduct training
- Have individuals role play
- Use films
- Use bulletin boards
- Be familiar with regs and policies

“TRAIN TO SAVE”